

State Council on Workforce Services
Department of Workforce Services
1385 South State Street
Salt Lake City, Utah
January 11, 2007
1:15 p.m.

State Council Members: Kevin Crandall, John Hill (for Paul Jackson), Marie Christman, Mary Shumway (for Patti Harrington), Russ Thelin (for Don Uchida), Evan Maxfield (for Dawn Skorka), Deb Dull, Paul Nielson, Steve Goodrich, Bill Crim, Richard Thorn, David Turner, Shawn Potter, Deborah Van Leeuwen, Gary Wixom (for Richard Kendell), and Darris Howe

Other Attendees: Mike Richardson, Tani Pack Downing, Greg Gardner, Randy Hopkins, Judy Chambley, Cassy Hahn, Stacey Floyd, Helen Thatcher, Karen Silver, James Whitaker, Lorri Economy, Melisa Stark, Brad Newsome, Greg Nelson, Marvin Dodge, Jan Thompson, Melissa Finch, Debby Nordfelt, Julie Lay, Susan Wright, Connie Laws, Diane Lovell, Bob Gilbert, LeAnn Muranaka, Mike Medley, Jolyn Bevan, P. Jacobs, Karla Aguirre, Lynn Purdin, Marty Kelly, Steve Maas, and Mary Gehman-Smith

Welcome and Opening Business - Kevin Crandall

Kevin welcomed the group and thanked everyone for attending today's meeting. He has heard many comments today about the caliber of DWS employees and State Council members. He introduced Diane Lovell, Community Liaison, DWS and Debby Nordfelt, DWS, who is acting as today's timekeeper.

Consent Agenda Action Items - Kevin Crandall

Kevin called for approval of the Consent Agenda. Steve Goodrich motioned to approve the 12 October 2006 meeting minutes and six training providers: 1) Angel Love Nail Academy, Kanab, Utah; 2) Pura Vida College of Massage, Cedar City, Utah; 3) Ridgeview CNA, St. George, Utah; 4) The Skin Institute, St. George, Utah; 5) Skin Works, Salt Lake City, Utah; and 6) Upper Limit Aviation, Salt Lake City, Utah. Gary Wixom seconded the motion and the motion carried.

Executive Director's Report - Tani Pack Downing

Tani reported the following:

- DWS has the following proposed legislation for 2007:
 - HB 0023 Employment Security Act Amendments
 - HB 0024 Employment Support Act-Technical Changes

- SB 0011 Unemployment Compensation Social Security Offset
 - SB 0014 Family Employment Program Amendments
 - SB 0021 Workforce Services Work Experience or Training Programs
- There is a proposal on the hill to transfer approximately 250 Medicaid Eligibility staff from the Department of Health (DOH) into the Department of Workforce Services. Currently, DOH Eligibility workers handle 56% of Medicaid clients, DWS Eligibility workers handle the remaining 44%;
 - The Workforce Improvement and Coordination Committee (WICC) has been a subcommittee of the State Council, made up of executive level staff including Tani, Jason Perry, Executive Director, Governor's Office of Economic Development; Richard Kendell, Commissioner of Higher Education; Patti Harrington, Superintendent of Public Instruction; Don Uchida, Executive Director, Utah State Office of Rehabilitation, as well as private sector members such as Darris Howe and Steve Goodrich. In November, Mason Bishop, Assistant Deputy Secretary, Department of Labor (DOL) visited Utah. At that time, the WIRED grant was discussed. The DOL would like to see the WIRED grant at the Governor's level. The same players for WIRED are members of the WICC. Tani and Jason Perry met with Governor Huntsman and discussed the options for WICC. Many agencies will only award money to states who have a collaborative effort. The State can bring proposals to the WICC, which should increase the chances of receiving grants, as it will show how the partners are coordinating. WICC will oversee how the money flows down. Kevin Crandall, State Council Chair, will sit on the WICC and report back to the State Council. Kevin added one of the strengths DWS and the State Council has is the powerful data DWS gathers and publishes. The other is the partnership and relationship building. These strengths are being exported to the WICC and expanding influence with the Governor's office.

New Draft WIA & Wagner-Peyser Regulations - Connie Laws, Mike Richardson
 Connie reported WIA has been in resolution since the Workforce Information Act (WIA) expired on September 30, 2003. Reauthorization is not expected to take place in the next two or three years. The Department

of Labor (DOL) has sent new draft regulations which they would like to see implemented. Mike stated he wanted to share these with the State Council as it may impact us later. He highlighted some of the proposed regulations such as size and membership of boards, board functions, certification of and setting standards for one-stops and the addition of language on the mix of service. He added there is consternation across the country on the size of boards. Mike explained Wagner-Peyser is the way DWS integrates their services. DWS is allowed to write 2-year plans until reauthorization comes into place. DWS was approved for a waiver to allow for individual training accounts for youth in Utah. If these regulations are approved, we won't need the waiver. Another area of interest is the sequence of service. The current law requires us to deliver a core service to our customers. This proposed change will allow us to enroll customers into training services eliminating some of the hoops. Comments can be sent directly to the DOL by February 20, 2007 or to DWS no later than February 15, 2007. David Turner asked about non-merit employees working along side merit employees. He expressed concern about using Wagner-Peyser dollars to contract non-merit employees outside DWS. Greg Gardner, DWS Deputy Director stated DWS has not taken a position on this. DWS currently uses merit employees. Connie added many states contract their local WIA services.

WIA Funding Flexible Waiver - Kevin Crandall

Kevin stated at the last meeting, we discussed voting to request a waiver to allow us to move up to 50% of Workforce Investment Act (WIA) Adult and Dislocated Worker training dollars into Incumbent Worker training dollars. The reason for requesting this now, is with Utah's good economy, there are not a lot of eligible customers requesting training therefore training dollars are not being used. This waiver will allow us to move the money into the incumbent worker program so employees who accept entry-level jobs have the opportunity to be trained for better jobs while working. The nice thing about this flexibility is when the economy cycles back the other way, we can allocate funds where needed. Advantages of training entry-level workers are they have a better chance of job retention or the skills they acquire may be transferable to another employer. This was discussed in the Operations and Performance (O&P) Committee earlier today. O&P has suggested we approve this waiver. It has previously been presented to the regions. Central Region asked a number of good questions but ultimately, their Council voted and approved the WIA Waiver.

Each year, in our April meeting, we assess the previous year's data and decide what allocation changes need to be made. These funds need to be made good use of as we can only shift it once. In terms of timing, if the Council approves, the waiver request will be sent out within two weeks. It should be approved within 60 days, so at the April meeting, we can determine what economic data will be used. Evan Maxfield asked what happens to any leftover money. Kevin explained it is decided annually. In terms of spending, we have three years. Shawn Potter clarified, currently, we are just asking for approval to request the waiver. Details will be worked out later. Richard Thorn motioned to approve a request for a waiver from the Department of Labor to allow us the latitude to move up to 50% of adult and dislocated worker funds into the incumbent worker training fund. Darris Howe seconded the motion and the motion carried.

Targeted Sectors - Steve Maas

Steve Maas reported the following:

- The December Economic Report was distributed;
- The latest TrendLines has just been published;
- The Regional Chairs discussed targeted sectors in today's meeting;
- Another Construction Career Days has been scheduled;
- Due to the success of Motorfest, there are plans to have others in various parts of the state;
- Recent and updated tools for the career ladders have been added to our web site. We are producing two new tools to support biotechnology. These will be available before the next council meeting. The mining and gas tool will be converted to conform to how the industry looks at it;
- The energy concept is being adopted. We are participating in a multi-state industry led roundtable;
- The WIRED initiative is DOL's economic development/workforce development strategy to encourage a more regionally, industry sector based partnership for planning moving beyond traditional political boundaries. Last year, Utah was the recipient of one of several WIRED grants. This gives Utah a competitive advantage as a State as there are no other WIRED recipients in the intermountain West. This is an advantage when we apply for grants and allows us to have further grant opportunities. A WIRED core team from Utah works with our

partners and networks with other WIRED recipients. Technical assistance was provided by Mason Bishop, Assistant Deputy Secretary, DOL, who recently visited Utah and provided assistance in moving toward the concept of an executive level group which would oversee the WIRED initiative. This has moved forward making us more competitive for future grant opportunities. The WIRED initiative will have a recognizable executive level partnership, and could bring Utah significant dollars;

- Recently, Utah was fortunate to receive two grants: one for \$2M in bio manufacturing education, partnering with SLCC, UVSC, Granite School District and industry partners. Curriculum and partnerships need to be built to expand the footprint with bio manufacturing. Second, is the \$1.2M Circle of Life grant, a partnership between San Juan School District and the Navajo Health System. This will allow us to expand the number of RN graduates, develop labs and hopefully help Native American citizens get trained in the location of where they live. Steve added there will be additional grant opportunities going forward such as Entrepreneurship, STEM, Energy, Long Term Health Care and Construction.

Steve emphasized due to the WIRED designation, Utah has significant funding and partnership opportunities.

Regional Council Chairs' Committee

Mike Richardson reported the following from the Regional Chairs' Committee meeting:

- Dawn Skorka was elected as the new Chair;
- Mountainland Region has partnered with Education to develop a health class, a large hotel is being built in Pleasant Grove;
- Western Region is doing well with work readiness and the three training entities;
- Southeast Region has received a grant for a nursing program;
- Uintah Basin has a new Applied Technology Center and are meeting the needs of incumbent workers;
- Central Region has partnered with the Chamber of Commerce for sector needs. They continue to have success in round table efforts;
- Wasatch North discussed the Job Corps partnership;

- Bear River reported how their youth are providing lawn care for the elderly and discussed their partnership with Bear River Technology.

Operations and Performance Committee (O&P)

Shawn Potter reported the following from the O&P committee meeting:

- They discussed the Incumbent Worker changes coming from the WIA Funding Flexible Waiver;
- They discussed priorities for a DWS customer seeking training. Currently, if a customer doesn't have enough points to receive training priority, they are denied. Staff have determined two areas which could allow points to be added: 1) customers who have a degree more than ten years old with limited work experience, and; 2) older workers. O&P is requesting approval to allow DWS staff to add points to these two criteria. Shawn Potter motioned the priority be altered so if a customer fits into one of these two criteria, points may be added. Evan Maxfield seconded the motion and the motion carried;
- There was \$700,000 set aside for the UTA transportation project. Less than half was spent. We are seeking other projects for these funds. In the past, employers had to match 50%.

Online Services and Marketing Committee

Deborah Van Leeuwen reported the following from the Online Services and Marketing Committee:

- Greg Nelson, DWS, demonstrated a new online training site seen by job seekers and employers on jobs.utah.gov. Employers are using this information to their advantage;
- The group reviewed a chart showing the comparison of mediated, combo and web seekers served statewide. This trend shows online use is drastically increasing;
- They discussed careers.utah.gov and how school districts can link to it;
- Information was received on how to listen to Mark Knold's, DWS, monthly pod cast. It is an engaging ten minute radio show;
- The America's Job Bank is being phased out in June. Two employment exchange organizations are being considered to replace them. Suggestions were given to the presenters.
- Marketing information for employers using jobs.utah.gov was discussed;

- The group reviewed a status report on the Business Services group. Their policy has been rewritten effective January 1, 2007. There is a pilot affecting seven Employment Centers throughout the state in the Job Connection Room. Fewer customers require help from Business Consultants. Their position will be redefined.

State Youth Council

Marie Christman reported the following from the State Youth Council. They met earlier today at the Clearfield Job Corps:

- Today's session focused on setting goals;
- One of their goals is to bridge the State Youth Council and the State Council;
- Marie called for approval to continue to receive services from two youth providers: 1) Y.E.S. Contract, Salt Lake County and, 2) DWS Service Delivery, Eastern Region. David Turner motioned to approve the two youth providers, Shawn Potter seconded the motion and the motion carried.

Other Business

Kevin Crandall stated at the last State Council meeting, Karen Silver, Community Action Program, requested that DWS encourage literacy issues. Helen Thatcher, DWS, added that Karen is concerned if a customer doesn't have a good literacy level, it is difficult to get and retain a job. Helen explained DWS does not maintain literacy levels for our Family Employment Program (FEP) customers. She added about 27% of FEP customers do not have a high school diploma or GED. DWS has made changes to address the reluctance of adults going back to high school. It has been proven a high school diploma or GED impacts income and enables one to support their family over time.

Mary Shumway stated she wanted to clarify a point discussed earlier regarding the refiguring of the Workforce Improvement and Coordination Committee (WICC). She explained the WEEDA, a subcommittee of the WICC, who has members from Higher Education, Public Education, etc., will not dissolve but become more active and receive tasks from the WICC. Mary continued that she and Gary Wixom, Higher Education, have the responsibility to develop the Perkins Plan. As part of this planning process, they want to coordinate with the State Workforce Investment Boards. As

they receive information from the Feds, they will continue to inform staff. Mary plans to send a link so this group can read and make comments. The Perkins Law has not changed significantly but they are looking for new pathways. They plan to develop a combined transitional plan and a five-year plan. Their State Board will have a draft copy of this plan. They plan to go out to the regions for input.

Kevin added the WICC name will go away with the above referenced change, but WEEDA will stay the same.

Public Comment

Karen Silver, Community Action Program, reported she is not speaking on behalf on Central Region Council today. As an advocate, she is lobbying the legislature for child care funding. She asked the group for their support. Karen announced that Friday, January 19, 2007 is democracy day at the state capital. During that time, the public is given the opportunity to talk with state legislators.

The next State Council meeting is scheduled for April 26, 2007.

The meeting adjourned at 2:57 p.m.